

Message Text

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E.O. 11652: N/A
TAGS: BEXP, HK, TW, KS
SUBJECT: COMPUTERIZED PERSONNEL SYSTEMS

REF: STATE 048996

1. IN THE PUBLIC SECTOR, THE KOREAN GOVERNMENT HAS
COPUTERIZED OR IS IN THE PROCESS OF COMPUTERIZING SIXTH-THREE
ADMINISTRATIVE FUNCTIONS INCLUDING MANPOWER ANALYSIS, PAYROLLS,
AND PENSIONS. THE MINISTRY OF HOME AFFIARS, ESPECIALLY THE
CITY OF SEOUL AND THE KOREAN NATIONALLPOLICE, USE THIS SYSTEM
EXTENSIVELY IN THE NATIONAL REGISTRATION CARD SYSTEM AND IN
THE CRIMINAL JUSTICE FUNCTION. HOWEVER, THE SOFTWARE IN USE
IS STILL "PRIMITIVE" AS SIMULTANEOUS ACCESS FROM REMOTE TERMINALS
IS NOT POSSIBLE. IN THE SEOUL AREA, THE MINISTRY OF EDUCATION
USES COMPUTERS IN THE TEACHER ASSIGNMENT PROGRAM. IN THE PRIVATE
SECTOR, IT IS ESTIMATED THAT ONE THIRD OF THE 273 COMPANIES
HAVING MORE THAN 1,000 EMPLOYEES USE COMPUTERIZED PAYROLL
SYSTEMS. IN GENERAL, THE DEGREE OF PERSONNEL SYSTEM COMPUTERIZATION
AND THE LEVEL OF SOFTWARE SOPHISTICATION IS VERY LOW.

2. AS FAR AS CAN BE DETERMINED, THE DESIRABILITY OF DESCRIBING
EMPLOYEES TO COMPUTERS STEMS NOT FROM ANY NATIONAL LAW AND/OR
CUSTOM BUT FROM THE NECESSITY FOR EFFICIENT HANDLING OF LARGE
AMOUNTS OF DATA.

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3. THERE ARE NO CUSTOMS OR PRIVACY LAWS THAT WOULD INHIBIT
THE INSTALLATION OF PERSONNEL DATA SYSTEMS.

4. THE PRIME FACTOR THAT WOULD INFLUENCE THE PURCHASE OF U.S.
SOFTWARE PRODUCTS IS AN ECONOMIC ONE, I.E. COST, TIME. AND
AVAILABILITY CONSIDERATIONS OUTWEIGH ALL OTHERS. THERE IS

CURRENTLY A SCARCITY OF QUALIFIED PROGRAMMERS AND SYSTEMS ANALYSTS/MANAGER, BUT THIS IS A SECONDARY CONSIDERATION. ANOTHER FACTOR IN THE KOREAN MARKET IS THE PRODUCT'S COMPATIBILITY WITH INPUT/OUTPUT DEVICES IN THE LOCAL SCRIPT CURRENTLY IN USE.

5. THERE ARE SIX CIVILIAN GOVERNMENT AGENCIES AND SEVENTY TO SEVENTY-FIVE INDUSTRIAL FIRMS WITH MORE THAN 5,000 EMPLOYEES.

6. TRADITIONALLLY PERSONNEL MANAGEMENT HAS RANKED RATHER LOW IN RELATION TO OTHER EXECUTIVE PRIORITIES. HOWEVER, THIS IS CHANGING RAPIDLY AS EVERY EMPLOYER IS TRYING TO ACQUIRE AND HOLD TALENTED PEOPLE.

7. CURRENT KOREAN GOVERNMENT POLICY FAVORS THE FORMATION OF LARGE BUSINESS GROUPS ENCOMPASSING DIVERSE COMMERCIAL ACTIVITIES. AT THE SAME TIME, THE IMPORTATION OF AMERICAN TECHNOLOGY IS ENCOURAGED BY THE ECONOMIC PLANNING BOARD, THE AGENCY MOST RESPONSIBLE FOR ECONOMIC POLICY. GIVEN THESE FACTORS, THE PROSPECTS FOR THE U.S. SOFTWARE INDUSTRY IN THE KOREAN PRIVATE SECTOR APPEAR GOOD.

8. FOR MORE INFORMATION, THE INDUSTRY MIGHT WRITE TO:

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SEOUL, KOREA
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